

Occupational Safety Competency 3.3

Competency 3.3 Occupational safety personnel shall demonstrate a familiarity level knowledge with the training and qualification program(s) requirements for occupational safety professionals.

1. Supporting Knowledge and Skills

- a. Discuss the need for a qualified safety professional in an effective occupational safety program.
- b. Discuss the requirements for and role of Individual Development Plans (IDPs).
- c. Discuss the importance and methods of achieving, continued training and professional development for occupational safety professionals.

2. Self-Study Activities (corresponding to the intent of the above competency)

Below are two web sites containing many of the references you may need.

Web Sites		
Organization	Site Location	Notes
Department of Energy	http://wastenot.inel.gov/cted/stdguido.html	DOE Standards, Guides, and Orders
OSHA	http://www.osha-slc.gov/	OSHA documents and search engine
U.S. House of Representatives	http://law.house.gov/cfr.htm	Searchable Code of Federal Regulations

Read DOE Order 5480.20A, *Personnel Selection, Qualification, and Training Requirements for DOE Nuclear Facilities*

EXERCISE 3.3-A Review the exercises and exercise solutions for Occupational Safety Competency 1.5.

EXERCISE 3.3-A(2) Why does an effective occupational safety program require a qualified safety professional?

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Read DOE Order 360.1, Chapter I,1, *Training*

EXERCISE 3.3-B Using DOE Order 360.1, explain why Individual Development Plans (IDPs) are required for DOE technical employees.

EXERCISE 3.3-C Discuss the importance of and methods of achieving continued training and professional development for occupational safety professionals.

Read DOE Order 3790.1B, *Federal Employee Occupational Safety and Health Program*, Chapter V.

EXERCISE 3.3-D Using DOE Order 3790.1B as a reference, identify the training and qualification requirements for federal safety and health professionals.

3. Summary

It is DOE's goal to ensure quality performance from a technically competent, versatile, and diverse workforce, and to protect the public, workers, and the environment. The constantly changing field of occupational safety requires trained and qualified professional employees continually refreshing and enhancing their skills and knowledge. To achieve this goal, DOE has established standards for training and qualification of occupational safety employees to ensure this competence and currency in their field. The Individual Development Plan and the Technical Qualification Program are two examples of these standards.

4. Exercise Solutions

EXERCISE 3.3-A Review the exercises and exercise solutions for Occupational Safety Competency 1.5.

ANSWER 3.3-A None

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EXERCISE 3.3-A(2) Why does an effective occupational safety program require a qualified safety professional?

ANSWER 3.3-A(2) Occupational safety is subject to constant change. An effective occupational safety program must be continually reexamined in the light of the changing scientific and regulatory to ensure that the program remains current and compliant. The varied and complex nature of the subject matter in occupational safety requires a qualified safety professional to interpret and react appropriately to these changes.

EXERCISE 3.3-B Using DOE Order 360.1, explain why Individual Development Plans (IDPs) are required for DOE technical employees.

ANSWER 3.3-B IDPs are part of the Department's strategic plan for developing and maintaining a competent workforce. They provide a mechanism to establish the employee's training, development, and qualification needs based on the departmental and organizational goals, objectives, and mission; Technical Qualification Standards for the position; and the employee's personal and professional development goals.

EXERCISE 3.3-C Discuss the importance of and methods of achieving continued training and professional development for occupational safety professionals.

ANSWER 3.3-C Importance: Occupational safety professionals must continually enhance and improve their knowledge and skills to keep pace with the evolving standards of the profession. Unless continued training and professional development are provided, the occupational safety professional's knowledge and value to the organization will erode past the point of usefulness.

Methods: The plan for continuing professional development should be documented in the employee's IDP and monitored regularly. Many different methods are possible to achieve the continued training and professional development required to remain current in the field. Some of these are:

- Professional conferences
- Mentoring with another professional
- University or technical courses

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- Directed self-study
- On-the-job training
- Vendor-provided training (usually on new equipment)
- Other classroom training

EXERCISE 3.3-D Using DOE Order 3790.1B as a reference, identify the training and qualification requirements for federal safety and health professionals.

ANSWER 3.3-D Chapter V of DOE Order 3790.1B specifies the following training requirements for federal safety and health professionals.

Federal Staff Classification	Occupational Safety Training Requirement Identified in DOE Order 3790.1B
Top Management	Top management shall be provided orientation training that will enable them to manage their programs in a safe manner. Such orientation training should include coverage under section 19 of the Occupational Safety and Health Act of 1970, Executive Order 12196, 29 CFR 1960, and the DOE Federal Employee Occupational Safety and Health Program.
Supervisors	Supervisors shall be trained through introductory and specialized courses and materials to recognize and eliminate occupational safety and health hazards in their work units. Such training should also include the development of requisite skills in managing the safety and health program within their work unit, including the training and motivation of subordinates toward safe and healthful work practices.
Employees	Occupational safety and health training for employees shall include specialized job safety and health training appropriate to the work performed. Such training shall also include informing employees of their rights and responsibilities under section 19 of the Occupational Safety and Health Act of 1970, Executive Order 12196, 29 CFR 1960, and the DOE Federal Employee Occupational Safety and Health Program.

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Federal Staff Classification	Occupational Safety Training Requirement Identified in DOE Order 3790.1B
Representatives of Employees	Training for employees who are representatives of employee groups, such as labor organizations that are recognized by the Department, shall include introductory and specialized courses and materials, which will enable such groups to function appropriately in the interest of ensuring safe and healthful working conditions and practices in the workplace and, in particular, to enable them to effectively assist in the conduct of workplace safety and health inspections. Nothing in this paragraph shall be construed to alter the provisions of the <i>Federal Service Labor-Management Relations Statute</i> , or other provisions of law providing for collective bargaining agreements and procedures, or any agreements entered into pursuant to such provisions.
Safety and Health Professionals	Safety and health personnel shall be trained through courses, laboratory experiences, field study, and other learning experiences to perform the necessary technical monitoring, consulting, testing, inspecting, designing, and other tasks.
Collateral Duty Safety Personnel	Training should be designed so as to develop skills in hazard recognition, obtaining qualified evaluations, recommending corrective action, and functioning as consultants to management.